



Non-Affiliated

Administrator Handbook

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**L'ANSE CREUSE PUBLIC SCHOOLS
NON-AFFILIATED ADMINISTRATORS**

A. Recognition

This handbook represents full-time non-affiliated administrators working at L'Anse Creuse Public Schools.

B. Salary

Please reference individual position pages as they relate to annual salaries, based on a position's responsibility index.

C. Salary Responsibility Index (SRI)

The maximum salary for each Nonaffiliated Administrator position will be based on the current LCAA Bargaining Agreement HS Principal Max salary, multiplied by the SRI of the Nonaffiliated Administrator position.

Upon initial hire, Nonaffiliated Administrators may be placed on a salary step up to 5% less than the maximum SRI for the position. Each year thereafter, the salary will increase by 1% until the maximum SRI is reached.

D. Longevity

Non-affiliate administrators will receive a longevity incentive for every year of service to the district five (5) years and more, beginning with their date of hire into the district. Payments may be split (November and April) at the choice of the employee or will be paid as one lump sum in June. The cutoff date in order to be eligible for longevity is December 31 of the year of hire. Longevity payments are calculated, as listed below. Longevity payments begin in the 5th, 10th, 15th and 20th years of service on a fiscal basis.

5-9 years of service:	2% of Base Salary
10-14 years of Service:	4% of Base Salary
15-19 years of service:	6% of Base Salary
20+ years of service:	8% of Base Salary

E. Performance Evaluations

Written performance evaluations shall be completed during an employee's first year in a position, or during the first year following placement into a new position. Thereafter, while the employee remains in the same position, written performance evaluations shall be completed every other year. Forms can be found on the District's Intranet Webpage, under the Human Resources Department.

F. Work Week/Attendance

Full-time administrators are expected to work a minimum of 40 hours per week.

Regular and timely attendance is a requirement for each employee. All absences should be recorded in Frontline.

Please see individual position pages for details on number of days worked, paid leaves and holidays.

G. Payouts/Payments

Upon termination of services with the school district, non-affiliated administrators with more than twenty (20) sick days accumulated shall be paid for all unused days beyond the twenty (20) to a maximum payout of two hundred twenty (220) days. The rate of pay shall be thirty-five (35) dollars per day.

Upon retirement, non-affiliated administrators with more than twenty (20) accumulated sick days shall be paid for all unused days beyond the twenty (20) to a maximum payout of two hundred twenty (220) days. The rate of pay shall be thirty-five percent (35%) of the non-affiliated administrator's daily salary per day. Daily wages shall be computed by dividing the non-affiliated administrator's total annual contract amount by their scheduled work days, less vacation and personal days allowed. The funds will be deposited into a 401a account for each individual with a company chosen by the school district. Funds will be available 30 to 60 days after retirement.

Unused Vacation leave are eligible for payout upon separation from employment.

All off schedule payments will be reportable to MPSERS provided payment meets applicable reporting criteria.

H. Degree Payments

Employees may be eligible to receive a degree payment for any degree above what an employee's job description requires. Degrees must be pre-approved by the Assistant Superintendent for Human Resources. The amounts paid to employees for degree stipends on an annual basis are listed below:

Associate's Degree:	\$1,000
Bachelor's Degree:	\$2,500
Master's Degree:	5% of base salary
Ed.S.:	3.5% of base salary
Ph.D. or Ed.D.:	Ed.S. + \$5,000

I. Inclement Weather Days

All non-affiliated administrators should expect to report to work unless otherwise notified by a supervisor.

J. Sick Day Buy Back

At the end of each school year, non-affiliated administrators may sell back up to 10 sick days at a rate of \$60/day, but he/she cannot go below 20 days in his/her personal sick bank.

K. Mileage Reimbursement

Mileage reimbursement will be calculated according to the established IRS rate. District form required for reimbursement.

L. Annual Training

All non-affiliated administrators are required to take annual training tutorials in compliance with Board Policy and Federal Law. A reminder memo with the required tutorials is sent on a yearly basis by the Human Resources Department.

M. Leaves with Pay

I. Bereavement Days: Please review the chart below as it pertains to bereavement days.

Spouse, Child, Mother/Father, Sister/Brother, Mother-in-law/Father-in-law, Step Relations, Daughter-in-law/Son-in-law	5 days
Grandparents, Grandchild, Live-in Family Member/Children's Parent/Other than above	2 days
Not listed above	1 day S/L

Leave days may be non-consecutive and must be used within eight (8) calendar days following the death unless there are extenuating circumstances. One (1) day leave(s) may be granted for funerals of others than those persons defined and will be charged to sick leave. These days will be the non-weekend days following the death. If any part of this leave occurs during a non-paid break such as summer, those days will be non-paid.

II. Absences related to Jury Duty.

In an effort to assist our office in processing pay and attendance properly for Jury Duty, please follow the steps below:

- After confirming the absence for Jury Duty (usually Jury Duty is confirmed by a phone call the evening before the reporting date), please log the absence as soon as possible in AESOP by selecting Personal Day or PTO. If no PTO time is available, this will become unpaid until documentation is submitted as outlined in the third bullet point.
- Fulfill Jury Duty commitment.
- Submit Jury Duty verification of attendance letter and payment to

Deborah Demick in the Human Resources Office within one week of Jury Duty. The Human Resources Office will edit your absence reason to Jury Duty once proper documentation has been received.

- II. Vacation, personal, sick and flex days are listed under each individual position. Please note, these days are given up front but not fully earned until the year is completed. If a full year is not worked, days will be calculated on a prorated basis. If all time has been exhausted at the time of separation and a full year has not been worked, the employee will be responsible for any money owed to the district.

Vacation, Personal, and Flex Days must be used in half-day increments. Sick Leave can be used in increments of one hour.

N. Benefits

Unless otherwise noted in individual contract or individual position breakdown document, please see information below as it relates to employee insurance.

Health Insurance:	MESSA ABC 2 – 3 Tier MESSA ABC 2 – 5 Tier MESSA ABC 2 – 80/20 with 5 Tier Choices– 5 Tier (or compared plan)
Dental Insurance:	ADN (or comparable plan)
Optical Insurance:	VSP-2 S (or comparable plan)
Life Insurance:	Life Insurance: Madison National Life Insurance \$250,000, or elected option of \$50,000 (contact the Benefits Office for further information).
Long-Term Disability:	Madison National Life Insurance
Cash in Lieu:	Employees will receive a cash option in lieu of Health Insurance in the amount of \$4,500 total, payable in monthly installments. All employees opting to receive cash in lieu instead of health insurance must provide documentation annually of health insurance prior to being eligible for this option.

O. Calendars

Please refer to individual position pages.

P. Prorated Contracts/Salaries for Less than a Full Year of Service

A prorated contract/salary will be calculated for Nonaffiliated Administrators who

serve in their position for less than a full year due to a hire date after July 1st based on the following formula:

Base salary and stipends divided by number of days of scheduled work = **Daily Rate**

Daily Rate multiplied by number of days available to work = **Prorated Salary**

This handbook does not constitute an employment contract. It is to be used as a reference guide for listed positions and may be updated at any time

2026-2027 Information

Assistant Superintendents		
Salary		
Index	1.0850	
Step 1	\$147,866.24	
Step 2	\$149,422.73	
Step 3	\$150,979.21	
Step 4	\$152,535.70	
Step 5	\$154,092.19	
Step 6	\$155,648.68	
Leave Time		
Scheduled Work Days	241	
Vacation Leave	20	
Sick Leave	11	
Personal Leave	10	
Flex Days	5	
Holidays	See Current Calendar	
Jury Duty	Paid	
Bereavement	Spouse, Child, Mother/Father, Sister/Brother, Mother-in-law/Father-in-law, Step Relations, Daughter-in-law/Son-in-law	5 days
	Grandparents, Grandchild, Live-in Family Member/Children’s Parent/Other than above	3 days
	Not listed above	1 day S/L
Calendar	52-week Non-affiliated Wheeler Center	

2026-2027 Information

Director for Elementary Education Director for Secondary Education Director for Human Resources Director of Operations Director for Special Education Director for Technology	
Salary	
Index	0.9630
Step 1	\$131,239.81
Step 2	\$132,621.28
Step 3	\$134,002.75
Step 4	\$135,384.22
Step 5	\$136,765.69
Step 6	\$138,147.17
Leave Time	
Scheduled Work Days	241
Vacation Leave	20
Sick Leave	11
Personal Leave	10
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Wheeler Center

2026-2027 Information

Supervisor for Finance	
Supervisor for Benefits and Compliance	
Salary	
Index	0.8440
Step 1	\$115,022.22
Step 2	\$116,232.98
Step 3	\$117,443.74
Step 4	\$118,654.50
Step 5	\$119,865.26
Step 6	\$121,076.02
Leave Time	
Scheduled Work Days	241
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Wheeler Center

2026-2027 Information

Supervisor for Special Education	
Salary	
Index	0.8440
Step 1	\$115,022.22
Step 2	\$116,232.98
Step 3	\$117,443.74
Step 4	\$118,654.50
Step 5	\$119,865.26
Step 6	\$121,076.02
Leave Time	
Scheduled Work Days	209
Vacation Leave	3
Sick Leave	11
Personal Leave	5
Flex Days	2
Holidays	See current calendar
Jury Duty	Paid
Calendar	LCAA Calendar

2026-2027 Information

Director for Early Childhood	
Salary	
Index	0.4922
Step 1	\$67,078.12
Step 2	\$67,784.21
Step 3	\$68,490.29
Step 4	\$69,196.38
Step 5	\$69,902.47
Step 6	\$70,608.55
Secondary Contract	
* GSRP Grant Classroom Stipend	*\$3,000 per GSRP Classroom
Leave Time	
Scheduled Work Days	229
Vacation Leave	10
Sick Leave	7
Personal Leave	2
Flex Time	2
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	Director for Early Childhood/Center Director

2026-2027 Information

Center Director	
Salary	
Index	0.4280
Step 1	\$58,328.80
Step 2	\$58,942.79
Step 3	\$59,556.78
Step 4	\$60,170.77
Step 5	\$60,784.75
Step 6	\$61,398.74
Secondary Contract	
* GSRP Grant Classroom Stipend	*\$3,000 per GSRP Classroom
Leave Time	
Scheduled Work Days	229
Vacation Leave	10
Sick Leave	7
Personal Leave	2
Flex Time	2
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	Director for Early Childhood/Center Director

2026-2027 Information

Supervisor for Technology	
Salary	
Index	0.6685
Step 1	\$91,104.68
Step 2	\$92,063.68
Step 3	\$93,022.68
Step 4	\$93,981.67
Step 5	\$94,940.67
Step 6	\$95,899.67
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Supervisor for Transportation	
Salary	
Index	0.6460
Step 1	\$88,038.33
Step 2	\$88,965.05
Step 3	\$89,891.77
Step 4	\$90,818.49
Step 5	\$91,745.21
Step 6	\$92,671.93
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Co-Supervisor for Transportation	
Salary	
Index	0.6165
Step 1	\$84,018.01
Step 2	\$84,902.41
Step 3	\$85,786.81
Step 4	\$86,671.21
Step 5	\$87,555.61
Step 6	\$88,440.01
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Supervisor for Maintenance & Custodial Services	
Salary	
Index	0.5724
Step 1	\$78,007.96
Step 2	\$78,829.10
Step 3	\$79,650.23
Step 4	\$80,471.37
Step 5	\$81,292.51
Step 6	\$82,113.64
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	10
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Director for Food & Nutrition	
Salary	
Index	0.609997
Step 1	\$83,131.76
Step 2	\$84,006.83
Step 3	\$84,881.91
Step 4	\$85,756.98
Step 5	\$86,632.05
Step 6	\$87,507.12
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Supervisor for Food & Nutrition	
Salary	
Index	0.5438
Step 1	\$74,110.29
Step 2	\$74,890.40
Step 3	\$75,670.50
Step 4	\$76,450.61
Step 5	\$77,230.72
Step 6	\$78,010.83
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Dean of Students (LCHS & LCHS-N)	
Salary	
Index	0.5551
Step 1	\$75,650.28
Step 2	\$76,446.60
Step 3	\$77,242.91
Step 4	\$78,039.23
Step 5	\$78,835.55
Step 6	\$79,631.87
Leave Time	
Scheduled Work Days	185
Vacation Leave	0
Sick Leave	10
Personal Leave	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	Dean of Students

2026-2027 Information

Director for Athletics	
Salary	
Index	0.8912
Step 1	\$121,454.74
Step 2	\$122,733.21
Step 3	\$124,011.68
Step 4	\$125,290.15
Step 5	\$126,568.63
Step 6	\$127,847.10
Leave Time	
Scheduled Work Days	241
Vacation Leave	20
Sick Leave	11
Personal Leave	10
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Wheeler Center

2026-2027 Information

Athletic Coordinator	
Salary	
Index	0.4574
Step 1	\$62,335.50
Step 2	\$62,991.66
Step 3	\$63,647.83
Step 4	\$64,303.99
Step 5	\$64,960.15
Step 6	\$65,616.32
Stipend	
After Hours Events	\$3,500/year
Leave Time	
Scheduled Work Days	209
Vacation Leave	0
Sick Leave	7
Personal Leave	2
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	LCAA Calendar

2026-2027 Information

Director for JAPAC	
Salary	
Index	0.4304
Step 1	\$58,655.88
Step 2	\$59,273.31
Step 3	\$59,890.74
Step 4	\$60,508.17
Step 5	\$61,125.60
Step 6	\$61,743.03
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Brender Center

2026-2027 Information

Coordinator for Community Education and School Age Childcare (SACC)	
Salary	
Index	0.6165
Step 1	\$84,018.01
Step 2	\$84,902.41
Step 3	\$85,786.81
Step 4	\$86,671.21
Step 5	\$87,555.61
Step 6	\$88,440.01
Leave Time	
Scheduled Work Days	245
Vacation Leave	20
Sick Leave	11
Personal Leave	5
Flex Days	5
Holidays	See Current Calendar
Jury Duty	Paid
Calendar	52-week Non-affiliated Wheeler Center